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Career Planning Diagrams (CPDs) Made Simple

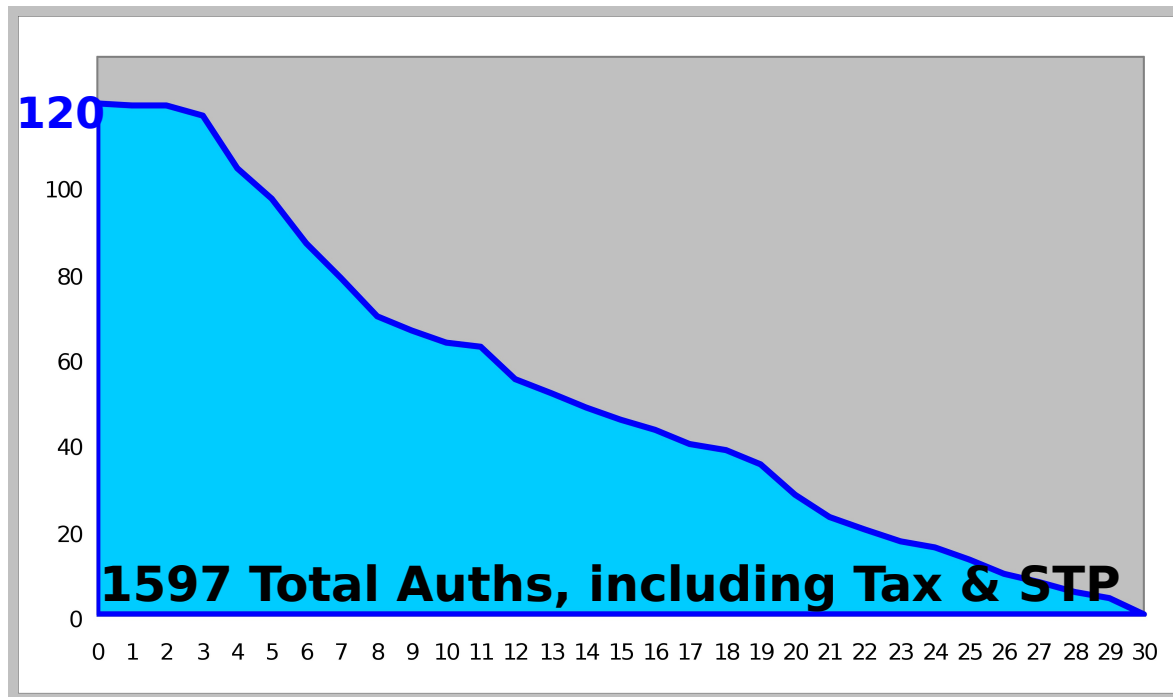
Force Management & Analysis Division

Air Force Personnel Center / DPAFFA

October 2004

Overall Sustainment Line

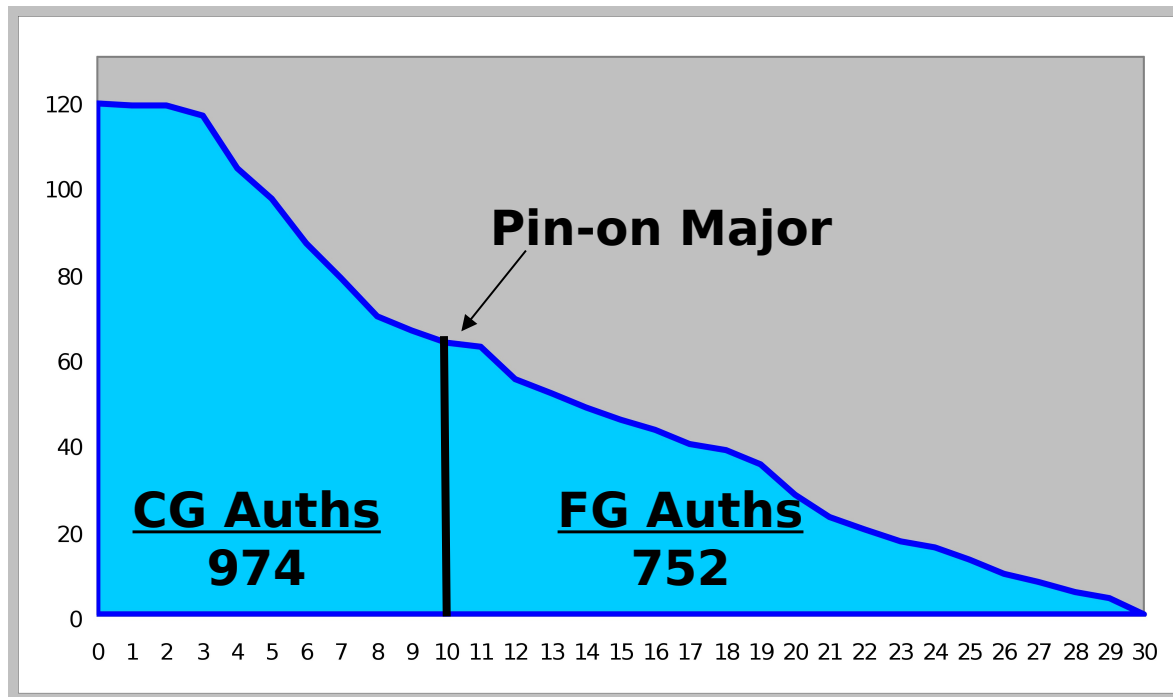
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- Overall sustainment is how retention rates spread a career field's total authorizations over a 30 year period without regard to rank
 - Area underneath the curve equals total authorizations
 - Starting with **120** people, line shows their retention

Overall Sustainment Line

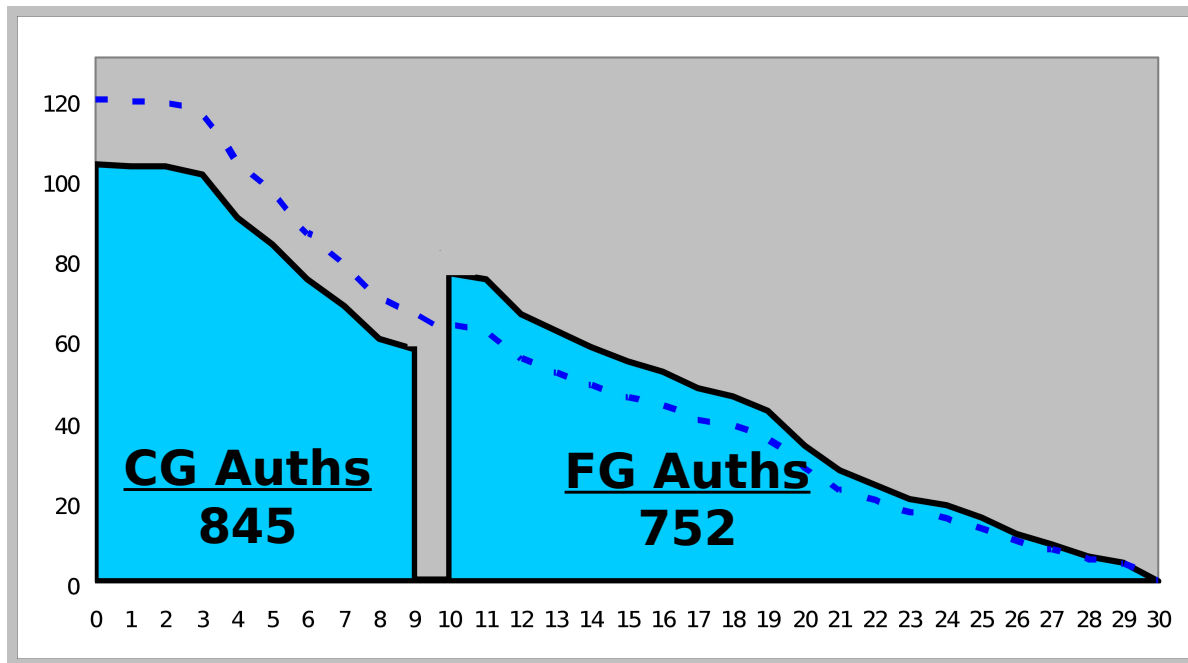
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- Spreading auths by retention implies:
 - 974 CG auths (61% of total auths)
 - 623 FG auths (39% of total auths)

Split CG / FG Sustainment

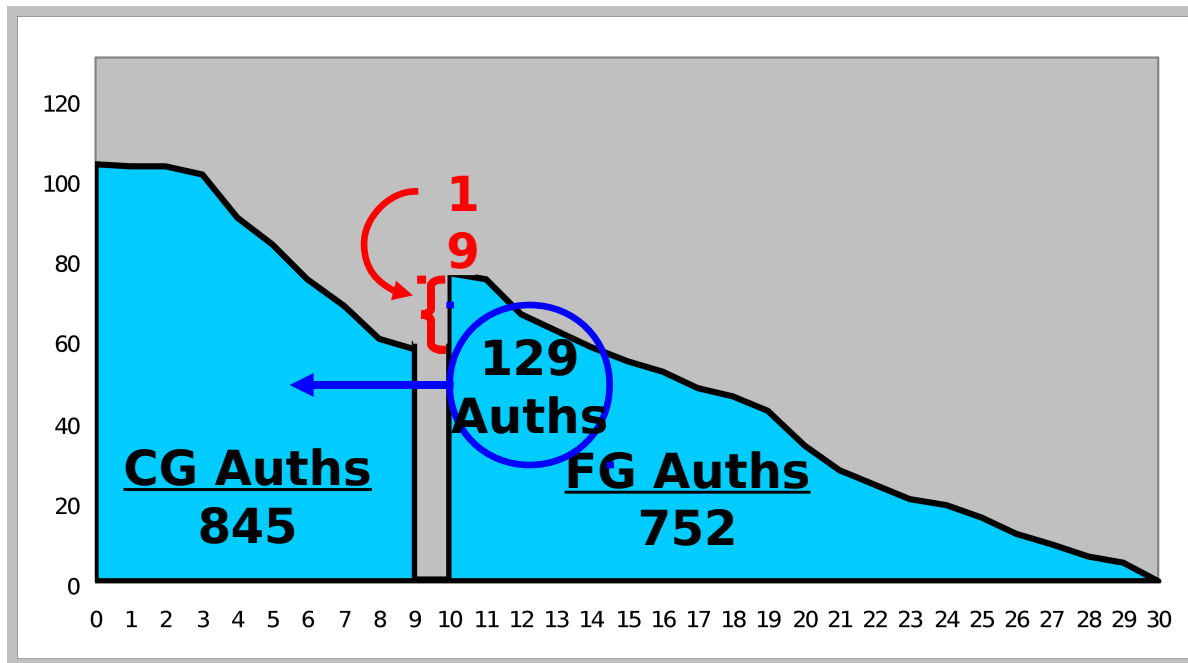
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- However, required auths “on the books” are
 - 845 CG auths (53% of total auths vs 61% by retention)
 - 752 FG auths (47% of total auths)

Split CG / FG Sustainment

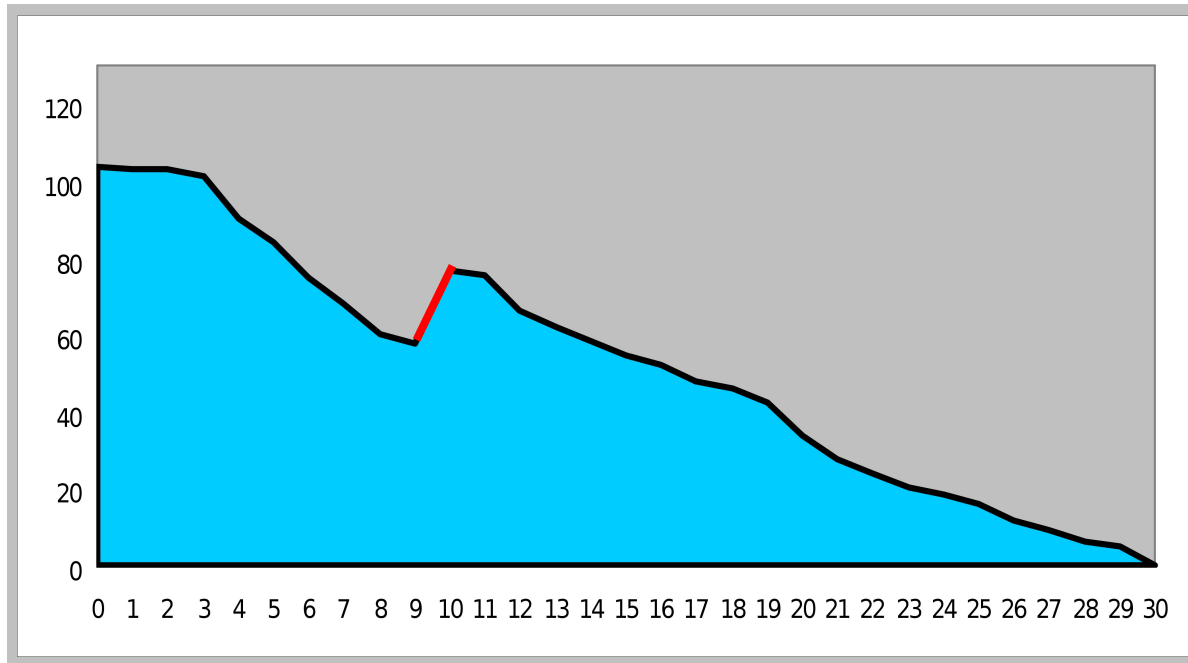
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- Two options fix the imbalance between retention and book auths:
 - Move 129 FG auths (8% of total auths) to CG auths
 - Bring in **19** extra majors at day of pin-on

Split CG / FG Sustainment

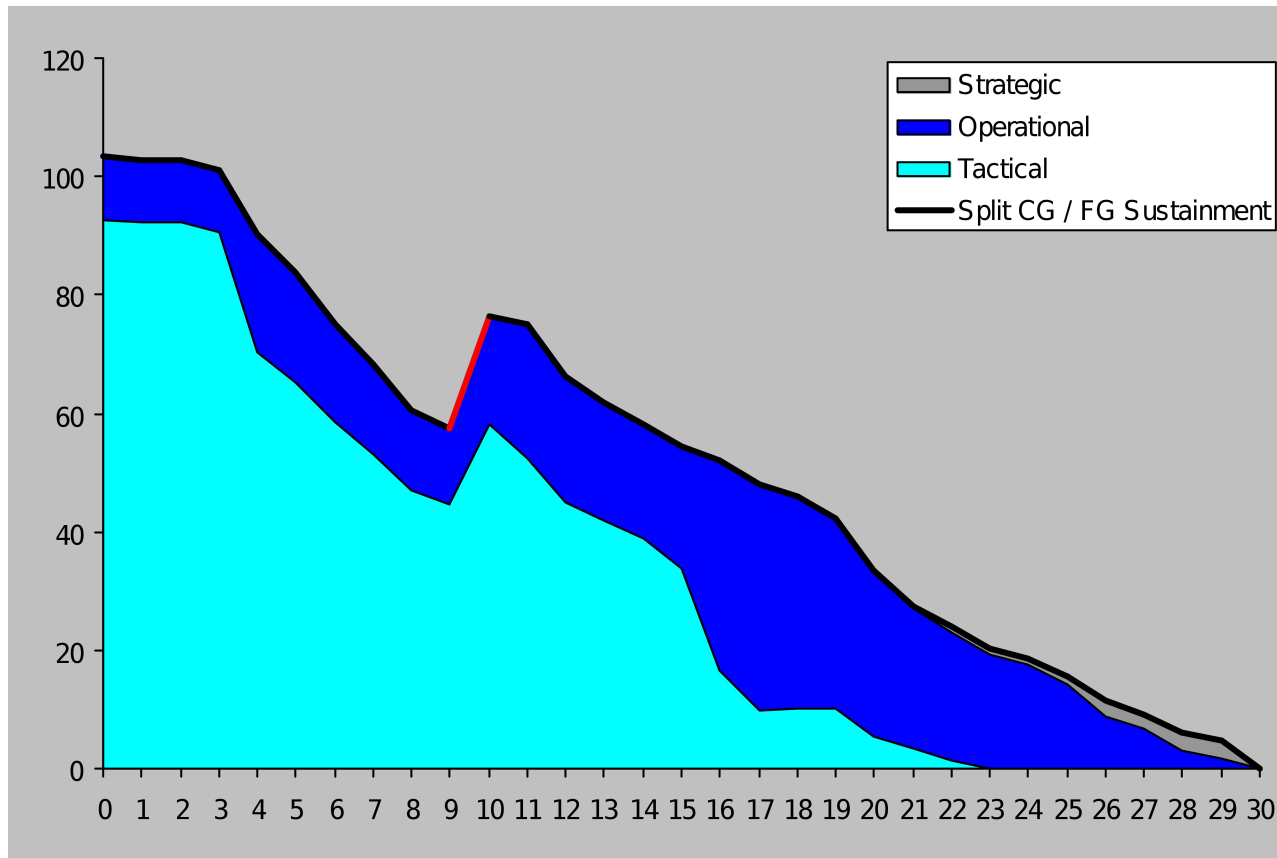
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- **Connect the parts of the previous slide to make a CG/FG Sustainment Line**

Career Planning Diagram (CPD)

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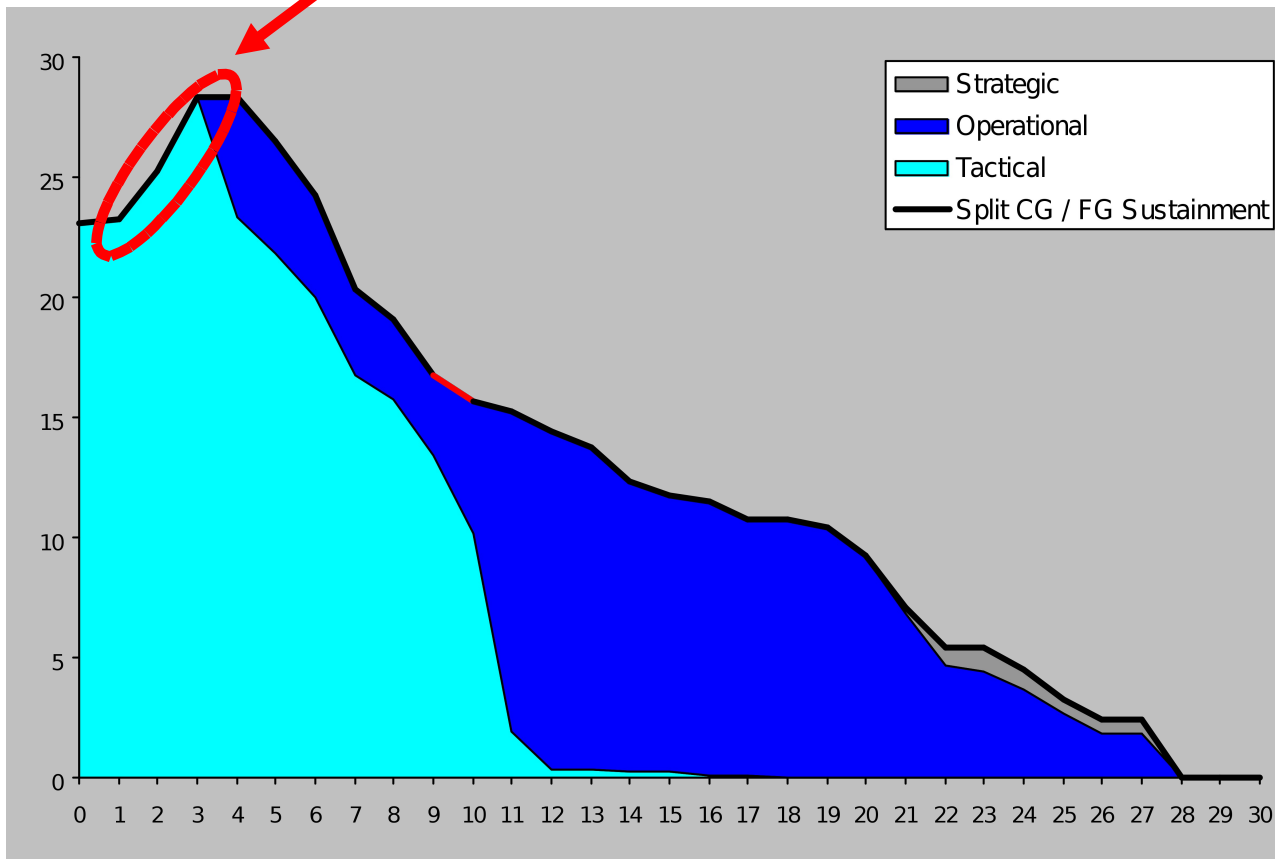


CPDs include Tactical/Operational/Strategic info

Sustainment Lines that Increase

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Career-broadening & crossflow



Increases can occur when officers with several years of service enter the career field

Job Levels per AFDD-1

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At the TACTICAL or the personal/direct level, Airmen master their primary duty skills.

- ...develop experiences...apply skills... acquire knowledge
- Competency and learning ...encompasses unit/sub-unit levels...
- “Do-ing” jobs: flying an aircraft / guarding a base

The OPERATIONAL level is where an Air Force member transitions from being a specialist to understanding Air Force integration.

- ...understanding of...missions and... operational capabilities
- ...leading and directing exceptionally complex...multi-tiered organizations...
- MAJCOM command, DOD, joint

The STRATEGIC level combines highly developed occupational and enduring competencies to apply broad professional leadership capabilities.

- ...develop leadership skills... institutional competency
- ...broadening of experience and increased responsibility...
- Warfighting execution and day-to-day command
- NAF, MAJCOM staff, AOC

Functional reps place each auth by: Rank, Org Level, Duty Title, Functional Account, Command